

Date: June 21, 2004

To: Dennis Yeskey, Program Support Supervisor

From: Jerry L. Blanton, Program Monitor, and Transfer Administrator

Re: Memo of Concern (June 2, 2004)

First, let's clarify those memos of concern regarding my alleged 'inappropriate behavior' dated April 2002 and November 2002. In the memo of April 2002, we did discuss the complaint, however you never investigated nor did you provide any information that there was any validity to the complaint. Regarding the memo of the November 2002 complaint, again we discussed it and again you did not investigate nor verify that there was any validity to that complaint. To date, you have not provided me with any information validating either complaint nor have I ever been afforded the opportunity to face my accusers.

Secondly, the same scenario exists with this latest allegation of 'inappropriate behavior'. You state 'that the professional relationship between Thompson Academy and myself has been damaged beyond repair'. How could it be damaged beyond repair when it has never been addressed? You cannot address it if you don't investigate.

Amazingly, I was not informed of any concerns involving Thompson Academy until April 12, 2004, at a meeting I requested to discuss contractual/monitoring issues regarding Thompson Academy (to be referenced later). At this meeting you and Mr. Olson discussed concerns presented to you at a meeting held on April 9, 2004 with the Thompson Academy program director, Jasir Diab. I had no knowledge of this meeting nor was I aware of any issues with Thompson Academy other than those documented in the numerous reports provided to the two of you, the latest of which being the Response Team report. Given these allegations presented to you and Mr. Olson by Mr. Diab, I was advised of your intent to remove me as program monitor.

On April 15, 2004 during a program transition discussion, you advised me that the decision had been made to remove me as Thompson Academy's monitor. I have some problems with your process. They are as follows: 1) allegations are made and taken as truth 2) as a DJJ employee, I was never given the opportunity to meet with my accuser 3) you did no investigation or verification of the validity of the complaint. How does one manage/supervise people in such a manner? Our June 1st meeting was a reiteration of the April 12th meeting and it wasn't until June 4th that I received a copy of the memo that

Mr. Diab (Thompson Academy director) had written to Mr. Olson, which was dated April 29, 2004. The way you and Mr. Olson have handled this situation is beyond comprehension.

The reason I requested the meeting with you and Mr. Olson (April 12th) was because you had advised me on April 9th that Mr. Olson was opening admissions to Thompson Academy. That decision, with all the documented problems the program was having, to say the least was baffling. During the meeting there was almost no discussion on my *programmatic concerns regarding Thompson Academy. Most of the meeting was centered on Mr. Diab's allegations.* However, prior to ending the meeting, Mr. Olson did ask for my recommendation regarding the operation of the facility. I emphatically recommended that the facility be closed.

As previously noted, I was so concerned about the program and its treatment of the residents that I requested that we put together a Response Team (in lieu of a post-op review, which they were tentatively scheduled for in April) in order to capture a more in-depth picture of the facility's operation. As you know this request came after we had capped and cured the provider, Youth Services International. The information gathered from the Response Team review (March 23-24) documented a facility with serious problems. Shortly after the review, the Response Team met with you and Mr. Olson, at which time it was decided to send a letter to Youth Services International (Mr. Williams), giving the provider seventy-two hours to respond with verification of the following: PAR training and certification, CPR and first aid training and certification, training in pre-cautionary observation and finally, documentation that they were able to staff for 112 residents. You drafted the letter and signed my name. I did not see the letter until the morning of April 9, 2004. You were advised of such at the providers meeting held on April 9th. Their response with supporting documentation was due on April 9, 2004 COB. It did not arrive in our office until April 12, 2004. Documentation provided by Mr. Daib noted that the facility had only 14 staff PAR certified (of 37 floor staff). For the record, your letter left out CPR and first aid training and certification.

It is my understanding that you have yet to complete the verification monitoring, nor is the facility actively monitored. According to regional policy, this verification should have been completed by now. What has transpired in this case is in total contradiction to our regional policies and past/present practices.

If you and Mr. Olson had put as much energy into how and what Thompson Academy/YSI was doing programmatically with the residents, as you put into listening to Mr. Diab's allegations, it would have been time better spent.

Both you and Mr. Olson are attempting to kill the messenger. You will not succeed.

Thirdly, I also agree that programs we contract with can and should be held accountable. I share your belief that 'this accountability can be enforced and reinforced within the guidelines of a professional relationship, which includes fairness respect, open communication and honesty. There is no need or expectation that rudeness or intimidation should be part of our relationships with our programs'. I have always conducted myself professionally and have formed some very solid working relationships because of such. Please be advised that I will continue to treat all with fairness, respect and honesty.

Because of the way you and Mr. Olson have handled my documented concerns about Thompson Academy and Mr. Diab's allegations about me, I am extremely uncomfortable in discussing any office or disparate treatment concerns with either of you. Please be advised that the appropriate authorities will be contacted timely regarding those above-mentioned concerns.

Cc: Darryl A. Olson, Regional Director